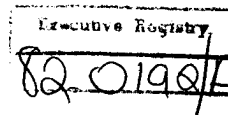


Central Intelligence Agency



Washington, D.C. 20505



The Honorable David A. Stockman, Director  
Office of Management and Budget  
Washington, D.C. 20513

Dear Mr. Stockman:

As you are aware, the Agency is expanding on all fronts at a rapid rate in the areas of HUMINT and technical collection, covert action, intelligence evaluation and production. These new or revitalized programs are coupled with increased resources essential for mission accomplishment. This leads to a subject of major concern--our ability to provide for the senior management and analytical capability necessary to direct Agency and Community programs.

Since 1976 our SIS ceiling has been steadily declining in relation to senior position requirements. We now have [ ] SIS positions and an approved ceiling of [ ]. This situation denies the promotion of qualified GS-15 level officers serving in SIS positions and precludes the payment of salaries commensurate with their level of duties and responsibilities.

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25X1

Let me assure you that our SIS position structure is sound in that positions are reviewed centrally by a staff of trained classification specialists in relation to established evaluation criteria, reviewed and approved on a case-by-case basis by the Deputy Director or myself. Furthermore, all assignments and promotions to the SIS are reviewed and approved at the DCI level.

I am fully aware that the Agency has been criticized in the past regarding the ratio of senior positions to total Agency population or in relation to other Intelligence Community organizations' senior position structures. I consider the basis for these statistical comparisons to be erroneous in that they do not consider programmatic complexity and diversity, CIA's sole management and support responsibilities versus departmental management and support for other Intelligence Community organizations and more importantly the breadth and depth of knowledge required of CIA senior managers and analysts. It is of interest to note that 48% of our SIS cadre hold advanced degrees in a wider variety of academic disciplines that are a prerequisite for effective job performance whether it be managerial or analytical.

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S E C R E T

Having reviewed our current situation, I intend to establish and maintain a reasonable balance between SIS position and ceiling requirements to insure the fair and equitable personnel management of our senior officers. I consider a constant SIS ceiling of 94% to approved SIS positions to be more realistic than the fluctuating percentages to positions we have experienced in the past, and it will permit me to attract, retain and promote those qualified officers essential to the accomplishment of the Agency's mission. This formula will establish our SIS ceiling at [ ] versus [ ] for an increase of [ ] based on a total of [ ] positions [ ] current and [ ] new requirements). In the future, the SIS ceiling will increase or decrease based on the application of 94% to the number of approved position requirements. I intend to require that our ceiling picture be reviewed on a semi-annual basis, and I will keep you advised of where we stand.

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One final point that deserves mention, CIA's senior officer on-duty strength has never exceeded the authorized ceiling, and I do not intend to permit this to happen in the future. The difference between on-duty and ceiling comprises a DCI reserve for new hires and other contingencies. With Agency expansion and creation of new programs, it is important to continue the practice of maintaining this reserve.

William J. Casey  
Director of Central Intelligence

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